



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

New York District Office
33 Whitehall St, 5th Floor
New York, NY 10004
(929) 506-5270
Website: www.eeoc.gov

DISMISSAL AND NOTICE OF RIGHTS

(This Notice replaces EEOC FORMS 161, 161-A & 161-B)

Issued On: 04/19/2024

To: Ms. Kayleigh Hayes
21-27 Bleecker St Apt 1
Ridgewood, NY 11385
Charge No: 520-2024-01013

EEOC Representative and email: ANDREA MACANCELA
Investigator
andrea.macancela@eeoc.gov

DISMISSAL OF CHARGE

The EEOC has granted your request that the agency issue a Notice of Right to Sue, where it is unlikely that EEOC will be able to complete its investigation within 180 days from the date the charge was filed.

The EEOC is terminating its processing of this charge.

NOTICE OF YOUR RIGHT TO SUE

This is official notice from the EEOC of the dismissal of your charge and of your right to sue. If you choose to file a lawsuit against the respondent(s) on this charge under federal law in federal or state court, **your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice.** Receipt generally occurs on the date that you (or your representative) view this document. You should keep a record of the date you received this notice. Your right to sue based on this charge will be lost if you do not file a lawsuit in court within 90 days. (The time limit for filing a lawsuit based on a claim under state law may be different.)

If you file suit, based on this charge, please send a copy of your court complaint to this office.

On behalf of the Commission,

Digitally Signed By: Yaw Gyebi, Jr.
04/19/2024

Yaw Gyebi, Jr.
District Director

Cc:

Matthew Arnold
747 Riversville Rd
Greenwich, CT 06831

Pir Granoff
391 2nd st
Brooklyn, NY 11215

Jack Blum
Polsinelli
1401 I ST NW STE 800
Washington, DC 20005

Taimur Alamgir
TA Legal Group PLLC
315 Main Street Second Floor
HUNTINGTON, NY 11743

Please retain this notice for your records.

Enclosure with EEOC Notice of Closure and Rights (01/22)

INFORMATION RELATED TO FILING SUIT UNDER THE LAWS ENFORCED BY THE EEOC

*(This information relates to filing suit in Federal or State court **under Federal law**. If you also plan to sue claiming violations of State law, please be aware that time limits may be shorter and other provisions of State law may be different than those described below.)*

IMPORTANT TIME LIMITS – 90 DAYS TO FILE A LAWSUIT

If you choose to file a lawsuit against the respondent(s) named in the charge of discrimination, you must file a complaint in court **within 90 days of the date you receive this Notice**. Receipt generally means the date when you (or your representative) opened this email or mail. You should **keep a record of the date you received this notice**. Once this 90-day period has passed, your right to sue based on the charge referred to in this Notice will be lost. If you intend to consult an attorney, you should do so promptly. Give your attorney a copy of this Notice, and the record of your receiving it (email or envelope).

If your lawsuit includes a claim under the Equal Pay Act (EPA), you must file your complaint in court within 2 years (3 years for willful violations) of the date you did not receive equal pay. This time limit for filing an EPA lawsuit is separate from the 90-day filing period under Title VII, the ADA, GINA, the ADEA, or the PWFA referred to above. Therefore, if you also plan to sue under Title VII, the ADA, GINA, the ADEA or the PWFA, in addition to suing on the EPA claim, your lawsuit must be filed within 90 days of this Notice and within the 2- or 3-year EPA period.

Your lawsuit may be filed in U.S. District Court or a State court of competent jurisdiction. Whether you file in Federal or State court is a matter for you to decide after talking to your attorney. You must file a "complaint" that contains a short statement of the facts of your case which shows that you are entitled to relief. Filing this Notice is not enough. For more information about filing a lawsuit, go to <https://www.eeoc.gov/employees/lawsuit.cfm>.

ATTORNEY REPRESENTATION

For information about locating an attorney to represent you, go to:
<https://www.eeoc.gov/employees/lawsuit.cfm>.

In very limited circumstances, a U.S. District Court may appoint an attorney to represent individuals who demonstrate that they are financially unable to afford an attorney.

HOW TO REQUEST YOUR CHARGE FILE AND 90-DAY TIME LIMIT FOR REQUESTS

There are two ways to request a charge file: 1) a Freedom of Information Act (FOIA) request or 2) a "Section 83" request. You may request your charge file under either or both procedures. EEOC can generally respond to Section 83 requests more promptly than FOIA requests.

Since a lawsuit must be filed within 90 days of this notice, please submit your FOIA and/or Section 83 request for the charge file promptly to allow sufficient time for EEOC to respond and for your review.

To make a FOIA request for your charge file, submit your request online at <https://eeoc.arkcase.com/foia/portal/login> (this is the preferred method). You may also submit a FOIA request for your charge file by U.S. Mail by submitting a signed, written request identifying your request as a "FOIA Request" for Charge Number 520-2024-01013 to the

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District Director at Yaw Gyebi, Jr., 33 Whitehall St 5th Floor, New York, NY 10004.

To make a Section 83 request for your charge file, submit a signed written request stating it is a "Section 83 Request" for Charge Number 520-2024-01013 to the District Director at Yaw Gyebi, Jr., 33 Whitehall St 5th Floor, New York, NY 10004.

You may request the charge file up to 90 days after receiving this Notice of Right to Sue. After the 90 days have passed, you may request the charge file only if you have filed a lawsuit in court and provide a copy of the court complaint to EEOC.

For more information on submitting FOIA requests, go to <https://www.eeoc.gov/eeoc/foia/index.cfm>.

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Issued On: 04/19/2024

To: Ms. Kayleigh Hayes
21-27 Bleecker St Apt 1
Ridgewood, NY 11385
Charge No: 520-2024-01016

EEOC Representative and email: ANDREA MACANCELA
Investigator
andrea.macancela@eeoc.gov

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On behalf of the Commission,

Digitally Signed By: Yaw Gyebi, Jr.
04/19/2024

Yaw Gyebi, Jr.
District Director

Cc:

Jeckson Leonardo
Jeckson@somethinggoodhsp.com

Illan Khutorsky
355 BOWERY FRNT 1
New York, NY 10003

Gregg M Kligman
Ellenoff Grossman & Schole LLP
1345 AVENUE OF THE AMERICAS FL 11
New York, NY 10105

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Taimur Alamgir
TA Legal Group PLLC
315 Main Street Second Floor
HUNTINGTON, NY 11743

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Issued On: 04/19/2024

To: Ms. Kayleigh Hayes
21-27 Bleecker St Apt 1
Ridgewood, NY 11385
Charge No: 520-2024-02774

EEOC Representative and email: ANDREA MACANCELA
Investigator
andrea.macancela@eeoc.gov

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If you file a lawsuit based on this charge, please sign in to the EEOC Public Portal and upload the court complaint to charge 520-2024-02774.

On behalf of the Commission,

Digitally Signed By: Yaw Gyebi, Jr.
04/19/2024

Yaw Gyebi, Jr.
District Director

Cc:

Ryan Chapoteau
Ryan.Chapoteau@jacksonlewis.com

Joseph Pardo
1205 LINCOLN RD STE 211
Miami Beach, FL 33139

Taimur Alamgir
TA Legal Group PLLC
315 Main Street Second Floor
HUNTINGTON, NY 11743

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